



Northland's response to COVID-19

From the outset of the COVID-19 pandemic, we took action to protect the health and wellbeing of all employees and contractors, while implementing our business continuity plans. Our Crisis Management Team was engaged and is actively monitoring and responding to the situation as it evolves, across our various locations including offices, facilities and projects.

All employees, other than those required to be on site to operate our facilities, have been working from home, supported by frequent virtual town halls, training sessions and interactive activities to ensure they feel connected and supported.

At our facilities around the world, we have implemented enhanced measures to keep our employees safe while continuing to provide a service that has been deemed essential throughout our operating areas. These measures include:

- Restricting access to necessary individuals and limiting control room access
- Frequent sanitization of common surfaces and work areas (doors, shared workstations, etc.)
- Establishing an inventory of basic hygiene supplies and following basic hygiene protocols, including posting reminder signage around the facilities and locating supplies in strategic places
- Procuring inventories of food, sleeping supplies and other basic living supplies in case “shelter-in-place” is required to maintain operations.
- Facilitating virtual internal and external meetings when possible
- Routine temperature checks at time of boarding offshore vessels
- Hygiene protocols and distribution of sanitizer throughout the vessel

As a proud community member and grateful neighbour, we have also initiated a charitable giving plan to help fund organizations delivering services to vulnerable people in every community where we have an office, facility or project. That's more than 15 communities in eight countries around the world. Together with our Colombian regulated utility EBSA, we are donating more than \$750,000 to support food banks, social services and front-line health care workers, and we've challenged our employees to make individual donations that we will match 100%.

At the same time, we continue to plan for the return to more normal conditions at all of our facilities and offices around the world.

From all of us at Northland, we wish you good health.